NEWSLETTER

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Unemployment Rate

Seasonally Adjusted
May*

ARIZONA	–	4.6%
Maricopa Co.	–	3.8
Pima Co.	–	3.0
United States	–	6.9

Consumer Price Index

U.S. – May 1991
Base = 1982-84

Wage Earner/Clerical Worker	–	133.8
% Chg. Year Ago	–	4.9
All Urban	–	135.6
% Chg. Year Ago	–	5.0

Phoenix – 1st Qtr 1991
Base = 1982-84

All Urban	–	135.2
% Chg. Year Ago	–	2.8

Tucson CPI No Longer Available (see May '91 *Arizona LMI Newsletter*)

* Preliminary

Employee Benefits

Workers at Small Companies Several Steps Behind Medium- and Large-Employer Counterparts

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Arizona Department of Economic Security
— Moving People Toward Self-Sufficiency

No Surprise: Better Perks Offered by Larger Companies, BLS Study Shows

The U.S. Department of Labor's Bureau of Labor Statistics (BLS) recently released findings of its first survey of employee benefits in small private-industry establishments. The 1990 survey, which covered establishments with fewer than 100 employees, not surprisingly found that small private employers offered less extensive coverage than medium and large establishments (those with 100 workers or more), which BLS last surveyed in 1989. But full-time employees in small establishments fared much better than their part-time counterparts.

The pattern of higher benefit coverage for employees in larger establishments and for full-time employees was found for all major benefit categories, including paid leave, unpaid parental leave, insurance, and retirement plans.

As an example, slightly more than two-thirds of full-time employees in small private establishments were provided medical-care benefits in 1990, compared with more than nine-tenths of full-time employees in medium and large establishments in 1989. Among part-time workers in small establishments in 1990, less than one-tenth had medical-care benefits. (The 1989 survey of medium and large establishments covered only full-time employees.)

The BLS survey also accumulated data on small establishments by major occupational groups: professional, technical, and related; clerical and sales; and production and service. In general, benefits were more prevalent among the first two groups of employees. For example, among full-time workers retirement benefits were provided to nearly one-half the workers in the first two occupational groups while just more than one-third of the production and service employees had such benefits. (see Table 1).

The 1990 small establishment survey provided information on the incidence and characteristics of benefit plans for an estimated 40.8 million employees (nearly two-fifths of the nation's civilian employed persons) in establishments with fewer than 100 employees. An estimated 32.6 million full-time and 8.2 million part-time employees were covered by the survey, which included all private sectors, except agriculture and households.

The survey included small establishments that were part of larger enterprises, such as a local service unit of a large manufacturing company, and small independent businesses, such as a local grocery store. Three-fourths of the covered employees were in independent small businesses, and the remainder were in small units of larger companies.

Following is a summary of the survey's findings for full-time workers.

Paid and unpaid leave. Time off with pay is available to employees in a variety of forms — from a few minutes for a daily rest break to several weeks of annual vacation. Paid military leave was available to one-fifth of full-time employees in small establishments in 1990. Such plans were typically designed for short-term reserve duty; the average maximum amount of paid military leave available for full- time workers was 11 work days per year.

Paid holidays and vacations were available to more than four-fifths of the full-time workers in small establishments. Workers receiving such leave averaged 9.5 paid holidays a year and annual paid vacation of 11.5 days after five years of service. Sick-leave plans, providing full pay for some or all of a period of short-term disability, were available to one-half of the full-time workers in small establishments.

Household Benefits Analyzed

The needs of households where parents are employed were addressed by a number of employee-benefit plans surveyed in 1990. Unpaid maternity leave was available to about one-sixth of full-time workers in small establishments; unpaid paternity leave was available to nearly one-tenth of full-time workers.

Parental leave plans provide time off for mothers and fathers to care for newborn or newly adopted children. These plans, as defined by the survey, are separate from other leave benefits, such as sick leave and paid vacations, which at times also may be used for parenting purposes. Paid parental leave was rare.

One percent of full-time employees were eligible for child-care benefits subsidized by their employer. These benefits include both on-site and near-site, child-care facilities and full or partial payment of child-care expenses.

Another method of assisting employees with child care expenses was through reimbursement accounts. Such accounts, typically financed with employee pre-tax dollars, may be used to pay for expenses not covered by other benefit plans, such as dependent-care expenses and out-of-pocket medical-care expenses. Fewer

than one-tenth of full-time employees in small establishments were eligible for such accounts in 1990.

Insurance and disability benefits. Medical care and life insurance protection (covering about two-thirds of full-time employees) were the most prevalent insurance benefits found in the 1990 survey of small establishments. Coverage for other types of protection was less extensive: three-tenths of full-time employees received dental care benefits; one-fourth had income replacement for short-term disabilities through sickness and accident insurance; and one-fifth had income replacement through long-term disability insurance.

Three-fourths of full-time workers with medical-care benefits were covered by a traditional fee-for-service plan. Under such plans, payments are made to the care provider or to the patient after care has been received. Another one-eighth of the full-time participants were covered by fee-for-service plans with a preferred provider option. Participants choosing this option received care at lower costs if treatment was provided by designated hospitals, physicians, or dentists. Health maintenance organizations (HMOs), which provide a predetermined set of benefits for a fixed cost, typically from a predetermined group of providers, covered the remaining one-eighth of full-time plan participants.

About two-fifths of full-time employees with medical-care benefits were required to contribute toward the cost of individual coverage; two-thirds contributed for family coverage. When employee contributions were required, they averaged about $25 per month for individual coverage and $110 per month for family coverage.

Life insurance protection, typically paid for entirely by employers, was provided to two-thirds of full-time workers in small establishments. About three out of five life insurance plan participants had benefits specified as flat amounts, averaging slightly more than $15,000. Most of the remaining participants were provided life insurance benefits based on salary,

Table 1. Percentage of Full-time and Part-time Employees in Selected Benefit Programs, Small Private U.S. Establishments, 1990[1]

Benefit	Full-time				Part-time
	All	Prof., Tech.[2]	Sales, Cler.[3]	Prod., Serv.[4]	All
Paid time off					
Holidays	83%	95%	91%	75%	28%
Vacations	88	94	93	83	29
Personal leave	11	17	13	7	4
Lunch period	8	7	7	8	5
Rest period	48	42	46	51	27
Funeral leave	47	57	54	38	11
Jury duty leave	54	72	62	43	13
Military leave	21	29	26	15	3
Sick leave	48	73	64	30	11
Maternity leave	2	3	3	1	1
Paternity leave	(5)	(5)	(5)	(5)	—
Unpaid time off					
Maternity leave	17%	26%	20%	12%	4%
Paternity leave	8	13	8	5	2
Insurance					
Sickness and accident	26%	25%	24%	27%	10%
Long-term disability	19	36	25	9	(5)
Medical care	69	82	75	60	6
Dental care	30	38	35	24	3
Life	64	79	70	54	6
Retirement					
All retirement[6]	42%	49%	47%	37%	10%
Defined benefit pension	20	20	23	18	4
Defined contribution	31	40	36	24	7
Savings and thrift	10	16	15	5	—
Deferred profit sharing	15	17	17	13	—
Employee stock ownership	1	1	1	(5)	—
Money purchase pension	6	9	6	6	—
Stock bonus	(5)	—	(5)	—	—
Simplified Employee Pension	1	1	1	(5)	—
Other benefits					
Flexible benefits plans	2%	3%	2%	1%	1%
Reimbursement accounts	8	13	9	4	1
Child care	1	2	2	1	—

Notes:

1. Except for maternity and paternity leave and reimbursement accounts, benefits paid for entirely by the employee were excluded from the tabulations.
2. Includes professional, technical, executive, and administrative occupations.
3. Includes clerical, administrative support, and sales occupations.
4. Includes production, craft, repair, laborer, and service occupations.
5. Less than 0.5 percent.
6. Includes defined benefit pension plans and defined contribution retirement plans. Some employees participated in both types of plans.

Dashes indicate not enough data available to determine percentage.

Source: U.S. Department of Labor, Bureau of Labor Statistics, June 1991

State Survey Offers Limited Comparison

How do Arizona's small — as well as medium and large — private establishments compare to the rest of the country in terms of employee benefits offered? That is a difficult question to answer, particularly if you're looking for an exact comparison in terms of workforce size and like benefits.

One of the best sources of information on this subject is the *Joint Governmental Salary and Benefits Survey*, a yearly analysis of wages and benefits of public and private employers in Arizona, conducted by the state's Department of Administration. Last year, 193 private and 24 public establishments employing 266,000 full-time workers responded to the department's 17th-annual survey.

Each year, the state survey asks a variety of questions on the following benefit areas: disability insurance, retirement, life insurance, medical insurance, dental coverage, and pre-tax savings plans. In addition, every fourth year — the latest being 1990 — the survey has a more extensive look at employer benefits that includes the above topics, plus data on areas such as holidays, annual and sick leave, and child care.

There are many problems, however, with using the state's survey to compare benefits offered by Arizona and U.S. private-industry establishments. One, the Arizona and U.S. studies differ significantly in the categories surveyed — particularly involving the "Paid Time Off" section. And without knowing the exact wording of the BLS survey, it would be hard to determine if Arizona respondents are being asked similar questions.

Table 1. Percentage of Private Arizona Establishments Offering Selected Benefit Programs to Full-time Employees, 1990[1]

Benefit	Size of Employer 50 - 249	250 - 999	1,000 - 10,000
Paid Time Off			
Holidays	99%	97%	94%
Vacations	(2)	(2)	(2)
Personal leave	18	20	13
Funeral leave	(2)	(2)	(2)
Sick Leave	(2)	(2)	(2)
Insurance			
Sickness and accident	46%	62%	60%
Long-term disability	59	63	69
Medical care	99	97	100
Dental care	69	80	91
Life	91	96	100
Retirement			
Retirement/ Pension	63%	76%	91%
Other Benefits			
Flexible Benefits	38%	23%	37%
Child Care	2	5	18

Note:

1. Benefits paid for entirely by employee were excluded from the tabulations.
2. Exact percentage not available because direct "Yes or No" question was not asked.

Source: Joint Governmental Salary and Benefits Survey — Arizona 1990, Arizona Dept. of Administration, Fall 1990

Another problem, and maybe the most significant issue, concerns the differences in the size of employers surveyed in the Arizona and U.S. studies. In the state survey, private employers are divided into three categories by size of employment — 50 to 249 workers; 250 to 999 workers; and 1,000 to 10,000 workers — while the BLS surveys look at employers with fewer or more than 100 workers.

Still, the *Joint Governmental Salary and Benefits Survey* offers one measure of how Arizona's private employers stack up against U.S. establishments in terms of available perks. The accompanying table shows the percentage of Arizona establishments, by the group size surveyed, offering selected benefits. Because of the way some questions were worded in the survey, however, an Arizona rate for some of the categories (e.g., vacations) could not be determined.

A copy of the Joint Governmental Salary and Benefit Survey is available by contacting the Department of Administration at 542-5250; cost if $25. Summary information from the survey pertaining to Maricopa and Pima counties is available at no charge in the annual Employer Wage Surveys, published by Research Administration. One free copy of each survey is available by calling 542-3871.

—DES, Research Administration

typically one or two times annual pay.

Additional life insurance protection could be obtained by about one-fourth of those employees covered by a basic life insurance plan. In nearly all cases, this supplemental coverage, while available at group insurance rates, was paid for entirely by the employee. One-fifth of life insurance participants were in plans that continued benefits after retirement. In nearly all cases, these benefits were reduced at retirement, but remained in effect for life.

Sickness and accident insurance plans (or short-term disability plans), which provide either a percentage of a worker's pay or a flat amount per week during a period of disability, were available to one-fourth of full-time workers in the 1990 small establishment survey. A typical sickness

and accident insurance plan imposes a seven-day waiting period before benefits (often one-half or two-thirds of regular pay) begin, with payments continuing for 26 weeks.

When an employee is disabled for a longer period of time, or indefinitely, income replacement benefits may be available through a long-term disability insurance plan. About one-fifth of full-time employees in the 1990 small-establishment survey participated in a long-term disability insurance plan; three out of four of these workers had coverage fully paid by their employer. Typical long-term disability insurance plans provided payments equal to 60 percent of pre-disability pay.

Retirement and capital accumulation plans. Defined-benefit pension plans, which specify a formula for determining an employee's annuity, covered one-fifth of full-time workers in small establishments in 1990 — approximately 6.5 million workers. Defined-contribution plans, which usually specify the employer's contribution but do not indicate the actual amount of employee benefit, were available to three-tenths of full-time workers (approximately 10 million).

Defined-benefit pension plans are designed to provide retirement income, that is, benefits are typically not available until an individual reaches a retirement age established by his or her plan. In contrast, defined-contribution plans may be classified as retirement plans — with restrictions on the access to benefits before a specified retirement age — or as capital accumulation plans — with easier access to benefits.

In 1990, a large majority of participants with defined contribution plans had limited access to funds prior to retirement age. About two-fifths of full-time employees in small establishments were covered by some type of retirement plan, either a defined-benefit plan, a defined-contribution plan that restricted access to benefits, or both.

The most prevalent type of defined-benefit pension plan found among participants in small establishments was the terminal-earnings plan, which bases pension payments on an employee's average earnings in the last few years prior to retirement.

Several types of defined-contribution plans were provided to employees in small establishments. Deferred profit-sharing plans, which set aside funds for employees based on company profits, were provided to one in seven full-time workers in small establishments; savings and thrift plans, which specify an employee contribution that is typically matched, in whole or in part, by the employer, were provided to one in 10 workers; money purchase plans, which receive a fixed periodic contribution from the employer, were provided to one in 17 workers; and Simplified Employee Pension plans (SEPs), which are specifically designed for small establishments to create retirement accounts for employees, were rarely provided.

One-sixth of the full-time workers covered by the survey participated in 401(k) plans (also known as cash or deferred arrangements), which permit pre-tax employee contributions to a retirement account. Most of these plans were salary-reduction plans, allowing employees to reduce their current taxable income by making voluntary contributions that are not taxed until withdrawn from the plan. For example, savings and thrift plans commonly allow participants to make some or all of their contributions in pre-tax dollars.

Benefits for Part-time Workers

For the first time, the Bureau's data on the incidence and details of employee benefits included information on part-time workers. Paid vacations and holidays were the most prevalent benefits available to part-time workers, while insurance and retirement protection was rare. Because of the limited incidence of benefits among part-time workers, plan provisions could not be examined to the same extent as for full-time workers.

Just fewer than three in 10 part-time employees in small establishments in

Table 2. Percentage of Full-Time Workers in Selected Benefit Programs, Medium and Large Private U.S. Establishments, 1989[1]

Benefit	Percent of Workers
Paid time off	
Holidays	97%
Vacations	97
Personal leave	22
Lunch period	10
Rest period	71
Funeral leave	84
Jury duty leave	90
Military leave	53
Sick leave	68
Maternity leave	3
Paternity leave	1
Unpaid time off	
Maternity leave	37%
Paternity leave	18
Insurance	
Sickness and accident	43%
Long-term disability	45
Medical care	92
Dental care	66
Life	94
Retirement	
All retirement[2]	81%
Defined benefit pension	63
Defined contribution	48
Other benefits	
Flexible benefits plans	9%
Reimbursement accounts	23%
Child care	5%

Notes:

1. In 1989, survey coverage excluded executives and employees in constant travel status, such as airline pilots, as well as data for Alaska and Hawaii. Except for maternity and paternity leave and reimbursement accounts, benefits paid for entirely by the employee were excluded from the tabulations.
2. Includes defined benefit pension plans and defined contribution retirement plans. Some employees participated in both.

Source: *Employee Benefits in Medium and Large Firms, 1989*, U.S. Dept. of Labor, Bureau of Labor Statistics, Bulletin 2363, June 1990

Minimum Wage Hike Hurts JTPA Summer Training Program

An 11 percent drop in federal funding and an increase in the minimum wage in April (from $3.80 to $4.25 an hour) have contributed to a drop this year in the number of Arizona students in the Job Training Partnership Act's Summer Youth Employment Program. Combine that fact with a healthy appetite for work this year, say JTPA officials, and it's going to be a long, hot, cashless summer for some Arizona young adults ages 14 to 21.

Funding for the JTPA Title II-B program dropped from $10.6 million in 1990 to $9.4 million this year, says David Van Wagner, acting manager of Management Information Systems for Arizona's JTPA office. Last year, despite a 6 percent increase in funding from 1989 levels, the JPTA program was down an estimated 500 positions from 1989. An increase in the minimum wage (from $3.25 to $3.80 an hour) and an emphasis on more basic skills training were responsible for the drop.

The state's low unemployment rate (4.6 percent in May) has recently hurt Arizona's overall JTPA funding levels, which are heavily determined by the state and county jobless rates, says Van Wagner. Arizona and a majority of its counties have had unemployment rates below the national average the last couple of years.

According to the coordinator of Phoenix' JTPA program, Nancy Burns, the state's capital city will have nearly a 30 percent drop in summer youth jobs this year. JPTA cuts (about $300,000), as well as recent budget problems for Phoenix contributed to the drop in the number of jobs offered, says Burns.

Unfortunately, the budget shortfall came at a time when the demand for summer jobs was up, the JTPA official says. Phoenix received twice as many applications (2,000) this year than in 1990 and within a shorter period of time. Normally, Phoenix' JPTA program will take applications through the end of June, but it stopped in early May because of the demand, says Burns, who believes a weak economy, combined with a higher wage and better work ethic contributed to the jump in applications.

In Pima County, the number of youth jobs this summer is down 20 percent from a year ago to about 680, which reflects a similar percentage drop in funding. Several years ago, Pima County's JPTA program hired as many as 1,100 students.

However, by making administrative cuts in other areas, Coconino County's JTPA summer jobs program has maintained the same number of youth jobs (130) as last year. But demand for work did increase about 30 percent, says Steve Peru, Service Delivery Area director for Coconino County's JTPA program.

The drop in state funding and minimum-wage hike, though, might be considered minor problems by JTPA officials involved with the summer youth program. As part of proposed amendments to JTPA legislation, the Labor Department is seeking to integrate the summer jobs program with longer-term education and training services. The end result, say several Arizona officials, would be more intensive, year-round training that would impact fewer clients.

"If you go to a year-round program, it will reduce the number of youth we can serve. You will have the same number of kids going through the program," says Scotty Dean, coordinator of youth programs for Pima County's JTPA program. In addition, the summer youth program has built up its own "identity," says Peru. Because of that, "We put a lot of energy into it," he says.

Tommy Nunez, who monitors Arizona's summer youth program, says that the summer jobs program "could make the difference in a student staying in school when they're on the borderline." The JPTA program offers remedial training as well as employment opportunities.

A final decision on the JTPA proposal, along with other major changes, is expected later this year.

—Brent Fine
Arizona LMI Newsletter Editor

1990 received paid vacations and paid holidays. When these benefits were provided, they were typically similar to those of full-time workers, but prorated based on the work schedule of the part-time employee. Insurance and retirement benefits were generally available to fewer than one-tenth of part-time employees in small establishments.

Completion of the employee benefits survey for small establishments represents the last major step in a planned expansion of BLS employee benefits data, which already are available for full-time employees in medium and large private establishments (those employing 100 workers or more) and in state and local governments.

Summary data from the Bureau's medium and large private establishment survey are presented in Table 2. These data are from the Bureau's 1989 Employee Benefits Survey; however, since the overall incidence of benefits is fairly stable from year to year, especailly in large establishments, these data may be used for comparison with the 1990 data on small establishments.

—U.S. Department of Labor,
Bureau of Labor Statistics

Detailed tabulations of the benefit provisions, in addition to estimates of sample error on all data, are currently being developed. Upon completion of a thorough analysis of these data later this year, the results will be published in a BLS bulletin, Employee Benefits in Small Establishments, 1990. The Bureau also collected employee benefits data for employees in state and local governments in 1990. These data will also be available later this year.

The Arizona Labor Force in May

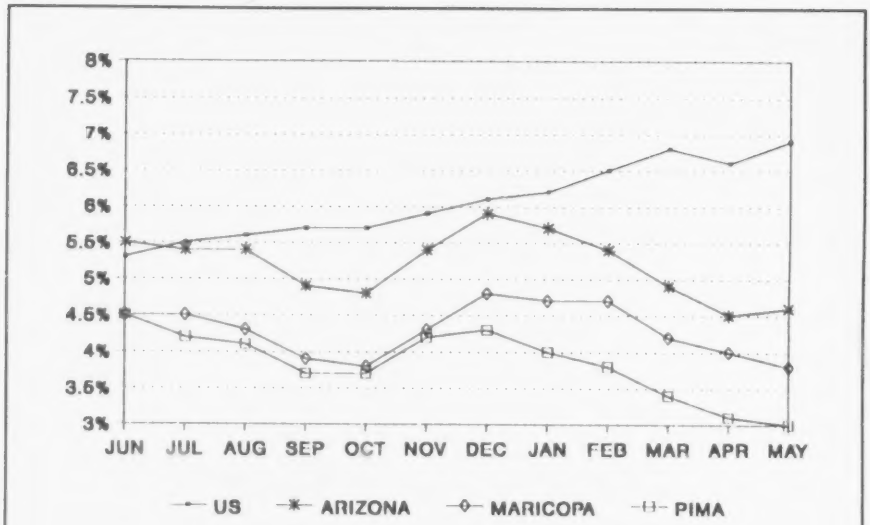
Arizona's unemployment rate increased to 4.6 percent in May, up one-tenth of a percent from April. This is the first monthly increase in the unemployment rate since last December.

The uptick in the state's unemployment rate, however, was not mirrored in Arizona's two largest counties. Maricopa County's rate declined two-tenths of a percent to 3.8 percent, while Pima County's rate fell one-tenth of a percent to 3.0 percent.

While Arizona's total employment showed a modest increase of 400 in May, this was well below the 10-year average for the month (7,900 gain). A subpar performance also occurred in non-farm payroll employment where there was a loss of 3,100, compared to an average gain of 2,400 for May over the past decade. Part of the decline in non-farm payroll employment was due to defense-related cutbacks and a weak national economy; both of which continue to have a negative impact on Arizona's economy.

Nationally, non-farm payroll employment held steady in May, and for the first time in a year as many industries added jobs as lost them. In Arizona, only two industries showed employment gains in May, mining and construction. All other industries in the state either held steady or lost employment with services and government showing the largest declines.

Figure 1. U.S., Arizona, Maricopa County, and Pima County Unemployment Rates, June 1990-May 1991



Source: U.S. Department of Labor, Bureau of Labor Statistics; and Arizona Department of Economic Security, Research Administration, June 1991

Construction Held Its Own in May

While mining improved slightly, gaining 100 jobs in May, construction was primarily responsible for offsetting job losses in other industries. Construction added 1,200 jobs in May with the majority of the increase coming in the subindustry of special trades.

Although the gain in construction jobs is good news, the increase still falls 300 short of the average gain for May of 1,500. And while construction employment has shown three-straight monthly increases statewide, the sector is still down 4.3 percent (3,500 jobs) over-the-year.

Manufacturing continued its downward trend in May, losing 500 jobs. Since May 1990 the manufacturing industry has had employment gains in only two months — June and October — and overall lost 4,700 jobs.

In the durable goods sector, the high-tech components of machinery manufacturing and aircraft and missiles manufacturing have suffered the greatest over-the-year losses, dropping 3,100 and 1,200 jobs, respectively. Non-durable goods manufacturing, though, has posted over-the-year gains with the majority of the increase occurring in food and kindred products.

Among major industry groups, services and government tied for the largest employment losses in May, each dropping 1,700 jobs. Over the last decade services has lost an average 300 jobs in May while government has had a slight increase of 200. But despite poor performances last month, both industries are still showing over-the-year employment gains with services up 3.3 percent and government up 1.6 percent.

Losses in services were concentrated in personal services, which is not unexpected now that tax season is over. Hotels and other lodging places, business services, health services, and educational services also experienced some employment losses in May.

Business services, which normally gains employment in May, had its first employment loss of 1991, and health services lost employment for the second-straight month. Services employment, however, is up 13,400 jobs over May 1990 levels and is still the major contributor to over-the-year gains in Arizona's non-farm payroll employment.

A drop in school employment accounted for most of government's loss (1,700). Non-school state and local government employment increased at the state and city levels, but not at the county level. Meanwhile, federal employment had a near average gain of 500 in May.

At the substate level, employment losses

(Continued on page 12)

Arizona Labor Force and Employment

May 1991 (in Thousands)

	ARIZONA			AMOUNT CHANGE		MARICOPA COUNTY			AMOUNT CHANGE		PIMA COUNTY			AMOUNT CHANGE	
	May* 1991	Apr.** 1991	May 1990	Apr. - May	1990 - 1991	May* 1991	Apr.** 1991	May 1990	Apr. - May	1990 - 1991	May* 1991	Apr.** 1991	May 1990	Apr. - May	1990 - 1991
TOTAL CIVILIAN LABOR FORCE* **	1714.6	1715.8	1740.7	-1.2	-26.1	1068.6	1067.5	1083.7	1.1	-15.1	317.5	318.1	316.5	-0.6	1.0
Total Unemployment	74.7	76.3	95.7	-1.6	-21.0	39.5	41.5	48.6	-2.0	-9.1	9.0	9.9	13.3	-0.9	-4.3
Unemployment Rate	4.4%	4.4%	5.5%	—	—	3.7%	3.9%	4.5%	—	—	2.8%	3.1%	4.2%	—	—
Unemployment Rate (Sea. Adj.)**	4.6%	4.5%	6.0%	—	—	3.8%	4.0%	4.9%	—	—	3.0%	3.1%	4.6%	—	—
Total Employment	1639.9	1639.5	1645.0	0.4	-5.1	1029.1	1026.0	1035.1	3.1	-6.0	308.5	308.2	303.2	0.3	5.3

Note: **Above Labor Force Statistics should not be used for economic assistance programs**

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1522.2	1525.3	1501.5	-3.1	20.7	1000.6	1001.8	990.6	-1.2	10.0	262.6	262.8	255.7	-0.2	6.9
Manufacturing	180.2	180.7	184.9	-0.5	-4.7	134.0	134.6	138.3	-0.6	-4.3	25.9	25.8	26.2	0.1	-0.3
Durable Goods	134.6	135.1	139.9	-0.5	-5.3	101.8	102.3	106.1	-0.5	-4.3	20.2	20.1	20.5	0.1	-0.3
Stone, Clay, and Glass	6.3	6.3	6.8	0.0	-0.5	3.6	3.5	4.0	0.1	-0.4					
Primary and Fabricated Metals	14.2	14.2	14.2	0.0	0.0	9.7	9.8	9.6	-0.1	0.1					
Primary Metals	6.3	6.3	6.2	0.0	0.1										
Fabricated Metals	7.9	7.9	8.0	0.0	-0.1										
Machinery	56.8	57.1	59.9	-0.3	-3.1	47.1	47.3	50.0	-0.2	-2.9					
Aircraft and Missiles	26.0	26.4	27.2	-0.4	-1.2										
Lumber and Wood Products (Excluding Furniture)	6.3	6.2	6.7	0.1	-0.4										
Nondurable Goods	45.6	45.6	45.0	0.0	0.6	32.2	32.3	32.2	-0.1	0.0	5.7	5.7	5.7	0.0	0.0
Food and Kindred Products	10.4	10.3	9.7	0.1	0.7	7.2	7.2	6.8	0.0	0.4					
Printing and Publishing	16.9	17.0	17.1	-0.1	-0.2	11.8	11.9	12.1	-0.1	-0.3					
Mining and Quarrying	12.9	12.8	12.4	0.1	0.5	0.7	0.7	0.8	0.0	-0.1	2.3	2.3	2.1	0.0	0.2
Copper Mining	10.3	10.3	9.7	0.0	0.6										
Construction	78.6	77.4	82.1	1.2	-3.5	50.5	49.9	54.7	0.6	-4.2	15.4	15.1	14.9	0.3	0.5
Transportation, Communications, & Public Utilities	81.4	81.7	81.6	-0.3	-0.2	58.1	58.0	58.0	0.1	0.1	9.4	9.3	9.3	0.1	0.1
Transportation	46.7	46.2	45.2	0.5	1.5	35.3	35.0	34.0	0.3	1.3	4.9	4.8	4.8	0.1	0.1
Communications and Public Utilities	34.7	35.5	36.4	-0.8	-1.7	22.8	23.0	24.0	-0.2	-1.2	4.5	4.5	4.5	0.0	0.0
Trade	379.0	379.2	369.1	-0.2	9.9	255.4	255.3	247.0	0.1	8.4	60.6	60.8	59.9	-0.2	0.7
Wholesale Trade	77.0	77.2	74.7	-0.2	2.3	61.6	61.4	60.1	0.2	1.5	7.4	7.6	7.5	-0.2	-0.1
Retail Trade	302.0	302.0	294.4	0.0	7.6	193.8	193.9	186.9	-0.1	6.9	53.2	53.2	52.4	0.0	0.8
General Merchandise and Apparel	47.3	47.2	45.4	0.1	1.9	28.9	28.7	27.6	0.2	1.3	8.7	8.7	8.2	0.0	0.5
Food Stores	50.5	50.6	49.1	-0.1	1.4	32.1	32.0	30.9	0.1	1.2	8.8	8.9	8.5	-0.1	0.3
Automotive and Service Stations	34.6	34.4	34.6	0.2	0.0	21.7	21.5	21.3	0.2	0.4	5.5	5.4	5.7	0.1	-0.2
Eating and Drinking Places	110.1	110.4	106.7	-0.3	3.4	71.5	72.1	68.4	-0.6	3.1	19.7	19.6	19.3	0.1	0.4
Finance, Insurance, and Real Estate	95.2	95.2	94.2	0.0	1.0	76.0	76.0	75.2	0.0	0.8	11.6	11.7	11.6	-0.1	0.0
Services and Miscellaneous	419.8	421.5	406.4	-1.7	13.4	283.6	284.9	276.9	-1.3	6.7	77.4	77.8	73.6	-0.4	3.8
Hotels and Lodging Places	45.4	45.6	44.3	-0.2	1.1	28.1	28.6	27.3	-0.5	0.8	6.5	6.7	6.5	-0.2	0.0
Business Services*****	80.1	80.2	78.3	-0.1	1.8	63.8	63.8	63.4	0.0	0.4	11.5	11.5	10.6	0.0	0.9
Health Services	103.8	104.1	100.7	-0.3	3.1	67.0	67.3	65.6	-0.3	1.4	22.9	22.8	21.5	0.1	1.4
Government	275.1	276.8	270.8	-1.7	4.3	142.3	142.4	139.7	-0.1	2.6	60.0	60.0	58.1	0.0	1.9
Federal	45.5	45.0	50.3	0.5	-4.8										

* Preliminary
** Revised
*** Adjusted to the Current Population Survey to reflect place of residence
**** Normal seasonal variations have been eliminated to reflect underlying economic trends
***** Business Services underwent a series break between December 1987 and January 1988

Note: **Annual averages may not total correctly due to rounding**

Prepared by the Arizona Dept. of Economic Security, in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

Non-metropolitan Counties
Labor Force and Employment
May 1991

	Apache	Cochise	Coco-nino	Gila	Graham	Green-lee	La Paz
CIVILIAN LABOR FORCE*	14,475	35,000	43,400	13,025	8,350	3,325	5,675
Total Unemployment	1,400	1,975	2,350	900	400	125	350
Rate	9.7%	5.6%	5.4%	6.9%	4.8%	4.1%	6.2%
Rate (Seas. Adj.)**	12.1%	5.9%	6.3%	7.6%	5.2%	4.4%	7.7%
Total Employment	13,075	33,025	41,050	12,125	7,950	3,200	5,325
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY	15,625	26,100	41,525	11,675	5,650	3,425	4,100
Manufacturing	550	975	3,425	1,425	225	25	275
Mining & Quarrying	25	100	75	1,300	0	1,950	75
Construction	425	900	1,575	700	150	300	300
T.C.P.U.	1,900	1,675	2,625	500	125	50	150
Trade	1,500	5,325	10,425	2,400	1,575	325	1,350
F.I.R.E.	475	650	850	300	125	25	125
Services & Misc.	5,250	4,925	11,325	2,400	900	175	925
Government	5,500	11,550	11,225	2,650	2,550	575	900

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
CIVILIAN LABOR FORCE*	38,750	27,650	37,750	11,300	41,925	47,775
Total Unemployment	1,800	2,050	2,375	925	1,575	9,925
Rate	4.7%	7.4%	6.3%	8.1%	3.7%	20.8%
Rate (Seas. Adj.)**	5.2%	9.2%	6.5%	10.3%	4.0%	15.5%
Total Employment	36,950	25,600	35,375	10,375	40,350	37,850
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY	28,325	22,200	30,800	11,300	29,675	28,550
Manufacturing	2,500	2,000	3,450	1,000	2,425	2,050
Mining & Quarrying	50	1,225	3,975	25	1,000	50
Construction	2,750	750	725	275	2,500	1,275
T.C.P.U.	1,350	1,550	1,100	775	1,075	1,050
Trade	8,475	4,275	5,500	5,225	7,950	8,600
F.I.R.E.	1,475	450	775	275	1,025	1,025
Services & Misc.	7,075	5,450	4,925	1,825	7,425	6,275
Government	4,650	6,500	10,350	1,900	6,275	8,225

* Adjusted to the Current Population Survey (CPS) to reflect place of residence.

** Seasonal adjustment not applicable for economic assistance programs.

T.C.P.U. = Transportation, Communications, and Public Utilities

F.I.R.E. = Finance, Insurance, and Real Estate

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment for Economic Assistance Programs May 1991

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990
Manufacturing	416.56	421.70	408.03	39.9	40.2	40.6	10.44	10.49	10.05
Aircraft & Missiles	647.15	653.38	635.06	44.6	45.5	45.2	14.51	14.36	14.05
Food & Kindred Prod.	344.19	355.27	337.79	38.5	38.7	39.6	8.94	9.18	8.53
Primary Metals	495.75	521.01	502.93	38.7	39.5	37.9	12.81	13.19	13.27
Machinery	399.06	391.95	363.64	39.2	39.0	37.8	10.18	10.05	9.62
Copper Mining	645.17	661.70	602.48	43.8	44.8	44.3	14.73	14.77	13.60
Construction	445.50	442.70	459.73	37.5	36.8	37.9	11.88	12.03	12.13
Utilities	750.82	790.32	757.68	43.4	44.5	45.1	17.30	17.76	16.80
Retail Trade**	264.38	262.26	254.61	32.4	32.1	32.6	8.16	8.17	7.81
Wholesale Trade	407.36	401.94	380.21	38.0	38.5	39.4	10.72	10.44	9.65

Estimated Hours and Earnings of Production Workers in Selected Industries Maricopa County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990
Manufacturing	436.86	442.80	425.80	40.6	41.0	41.1	10.76	10.80	10.36
Construction	470.44	474.00	464.63	38.0	37.5	37.5	12.38	12.64	12.39
Retail Trade**	275.19	275.37	264.66	32.8	32.9	33.0	8.39	8.37	8.02
Wholesale Trade	433.58	429.73	385.32	37.9	38.3	38.0	11.44	11.22	10.14

Estimated Hours and Earnings of Production Workers in Selected Industries Pima County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990	May* 1991	Apr. 1991	May 1990
Manufacturing	416.47	393.96	349.65	40.2	39.2	37.0	10.36	10.05	9.45
Construction	384.42	382.35	395.26	35.3	35.7	36.7	10.89	10.71	10.77
Utilities	625.55	635.09	586.76	41.4	41.7	39.5	15.11	15.23	14.88

* Preliminary.

** Excludes eating and drinking places.

Note: These estimates are based on a sample of full- and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment for Economic Assistance Programs May 1991

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,714,517	1,639,856	74,661	4.4%
Apache	14,466	13,065	1,401	9.7
Cochise	35,004	33,033	1,971	5.6
Coconino	43,397	41,041	2,356	5.4
Gila	13,023	12,130	893	6.9
Graham	8,346	7,949	397	4.8
Greenlee	3,328	3,191	137	4.1
La Paz	5,688	5,337	351	6.2
Maricopa	1,068,626	1,029,078	39,548	3.7
Mohave	38,746	36,940	1,806	4.7
Navajo	27,643	25,599	2,044	7.4
Pima	317,533	308,532	9,001	2.8
Pinal	37,744	35,377	2,367	6.3
Santa Cruz	11,300	10,387	913	8.1
Yavapai	41,916	40,353	1,563	3.7
Yuma	47,756	37,842	9,914	20.8

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

NOTE: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

Labor Force

(Continued from page 7)

in Maricopa County were concentrated in manufacturing and services, while most of the employment declines in Pima County occurred in services. Major industry groups that experienced significant losses in the rural areas of the state were transportation, communications, and public utilities (TCPU); wholesale trade; and government.

Looking beyond Arizona's employment picture, the national economy is showing signs of improvement. And that's good news for Arizona because a weakened U.S. economy has strained the state's economy, and improvements nationally should help strengthen Arizona's economic climate.

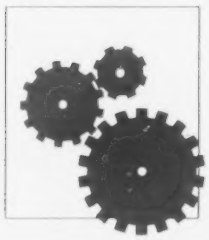
The last week in May was the fourth-straight week in which the number of Americans filing new claims for unemployment benefits declined. This is the first stretch of such improvements since the U.S. economy was coming out of the 1981-82 recession. In addition, recent data on retail sales, housing construction, factory orders, consumer borrowing, and auto sales suggest an end to the downturn.

—Dennis Doby
RA Economist

Honeywell Continues to Add Positions; Valley On Short List for Jet Assembly Plant

"New Developments" is featured each month as a service to our readers. This section is a compilation of public announcements and articles from newspapers and periodicals about events significant to Arizona labor markets. Due to space limitations, however, an exhaustive list of business news is not possible. In addition, the Arizona LMI Newsletter is not responsible for incorrect information reported by these sources.

MANUFACTURING — **Honeywell Inc. is adding more than 200 jobs** to its **Industrial Automation and Control Division in Phoenix**. The positions, which are involved in the manufacture of sensing devices that regulate machinery in industries such as oil refining, pharmaceuticals, and food products, are being moved from Honeywell's plant in Fort Washington, Pa. Honeywell has leased a vacant 80,000-square-building at Interstate 17 and Greenway Road — formerly used by GenRad Inc.'s Service Products Division — to house the operation. An initial work force of about 100 will be hired during the next nine months.



McDonnell Douglas Corp. is considering **Mesa as a site to assemble its new MD-12X jetliner**. The East Valley city is one of six cities in the running for the facility which is expected to employ up to 5,000 workers. And with the official announcement in late June that Williams Air Force Base will be closing — and its potential availability for testing — Mesa's chances might have improved.

As part of a consolidation plan, **General Instruments Corp.** was expected to **close in late May a warehouse and purchasing operation in Tucson** that supported a maquiladora plant in Mexico producing cable TV transmission parts. About 50 people were expected to lose their jobs.

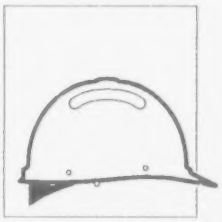
Bombardier Inc.'s Canadair Group is building an 82,000-square-foot **service and painting facility** for business-class jets at Bombardier/Learjet's complex at Tucson International Airport. The new center will boost employment by about 200.

Great Western Publishing Inc. of Phoenix, which specializes in grocery-store newspaper inserts, is making *great* strides in only two years of operation. Great Western recently inked Safeway to a three-year, $18 million contract (to distribute the supermarket chain's weekly circulars throughout Arizona) and previously landed several other major grocery and retail chain accounts. With sales projected to hit $40 million this year, Great Western **expects, within six months, employment to double** from the current 150.

NEW DEVELOPMENTS

Foster Grant Corp.'s packaging and distribution **facility in Tucson will lay off 30 people** when it closes it doors at the end of August as part of a consolidation effort. Work will be moved to Dallas. A manufacturing plant in nearby Nogales, Sonora, which employs 250, will remain open.

CONSTRUCTION — Jackrabbits take cover. On a controversial 2-1 vote, Maricopa County's Board of Supervisors approved a plan for a **master-planned community north of Interstate 10 near the Palo Verde Nuclear Generating Plant**, about 50 miles west of Phoenix. Called Belmont, its English developers expect the 21,000-acre community to have about 150,000 residents in 45 to 50 years, with initial residents coming from some of the 3,100 Palo Verde employees. Construction of the development's first phase, which will consist of $60,000 to $120,000 homes, is expected to begin by 1995, the Belmont Corp. says. Approval of the project caused an uproar because it is far from essential services and is close to the nuclear plant. Meanwhile, a **proposal is looming for the development of 35,000 acres south and west of the Belmont project**, called the Tonopah Area Plan. No official hearing, however, has been set on the vacant land located between 371st Avenue on the east and 435th Avenue on the west.



Valley housing permits dropped 15 percent in the first quarter of 1991 compared to the previous year due to a sharp fall in multi-family housing permits. While single-family home permits were up 7.4 percent when comparing the two quarters (2,794 vs. 2,603), multi-family permits dropped 85 percent (123 vs. 839).

TRADE — **AutoZone**, an auto-parts retailer, has begun construction of a **200,000-square-foot warehouse and distribution center in Tolleson**, at 75th Avenue and Van Buren Street. The facility, which will also be the company's Southwest headquarters, will house about 125 employees when its completed in early 1992. The Memphis, Tenn.-based retailer has 30 stores in the Valley and 500 nationwide.

Following the lead of several other California companies, **Wilson Showcase and Fixtures**, a furniture manufacturer, is packing its bags and **heading to Arizona** — lock, stock, and barrel. Wilson plans to bring about 25 employees to its new facility in Mesa (1255 S. Pasadena St.) by early July, then hire another two dozen in-state. The 28-year-old company specializes in cabinets and sells to major retailers.

A recently formed company that manufactures high-tech electronic parts, **Neltec Inc., is moving to Tempe from New York**. A subsidiary of Park Electrochemical Corp., Neltec is leasing a 38,000-square-foot building in HoHoKam Business Park. No details about employment were made available.

Dallas-based **Vantage Shoe Warehouse** plans to **open seven locations in Phoenix and Tucson** within the next 18 months with the first store (in Phoenix) opening this fall. The shoe retailer has 18 stores in Texas and one in Oklahoma.

A **Mega Foods grocery store** will anchor a planned **Lakeview Shopping Center in Prescott**, which received city approval in mid-May. Construction of the Mega Foods store is expected to be completed in October.

The Sports Authority Inc., a Florida-based sports retailer, plans to **open three 40,000-square-foot "mega" stores** in the Valley and one in Tucson by the end of the year. All of the Phoenix-area locations — 9450 N. Metro Parkway, Tatum Road north of Cactus Road, and Hayden Plaza on Country Club Drive in Mesa — are under construction and expected to open in August.

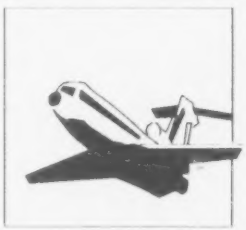
SERVICES — Due to uncertainties about new Medicare payment provisions, a 70,000-square-foot, $6.2 million **medical building** scheduled to be built next to Walter O. Boswell Hospital **in Sun City**, 103rd Avenue and Thunderbird Road, has been **put on hold**. The delay comes despite the fact the medical center is 90 percent pre-leased.

The **Ramada Express Hotel and Casino in Laughlin, Nev.**, announced in late May plans for **major expansion**, partially offsetting the demise of two previously announced building projects in the gambling boom town across the river from Arizona. Ramada proposes to build a 23-story, 1,116-room tower which will include an additional 21,000 square feet of casino space, 25,000 square feet of restaurants and meeting rooms, and a five-level parking garage. Ramada picked up water and sewer permits surrendered by the developers of a planned 2,000-room Emerald River resort and expansion of the Golden Nugget Laughlin. Both projects were put on hold due to financing problems and the glut of hotel rooms recently opened in the Nevada town.

In early June, **Toyota Motor Corp. kicked off construction** of a 12,000-acre North American **proving ground**, the largest in the country. Expected to eventually employ more than 100 workers, the $110 million facility 20 miles southwest of Wickenburg will initially hire 10 Japanese and 40 American workers when it opens in 1993. Meanwhile, **General Motors Corp.** will be closing the gap on Toyota when it more than **doubles the size** of its building space at its 5,000-acre **test facility in the East Valley**. GM plans to add and expand several buildings at its site bounded by Signal Butte, Ellsworth, Elliot and Pecos roads.

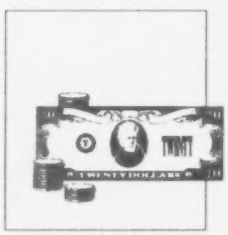
Print-shop chain **Sir Speedy Inc.** plans to **add six shops in the Valley** during the next year, bringing to 14 the number of its Phoenix-area locations. Sir Speedy of Laguna Hills, Calif., plans one store in both Paradise Valley and Tempe, and two each in Glendale and Phoenix.

TRANSPORTATION, COMMUNICATIONS, and PUBLIC UTILITIES — **Alaska Airlines** was expected to **add 100 workers to its reservations center in Tempe** by the end of June, bringing its total workforce in the Valley to around 270. The Tempe facility's workforce has grown four fold Alaska moved the center from Long Beach, Calif., in 1989. The Seattle-based airline says it should hire additional reservations staff in 1992.



A group of about a dozen investors have established the **Arizona & California Railroad Co. in Parker** with plans to **pick up excess business** that the Atchison, Topeka and Santa Fe Railway is unable to handle. The new railroad is expected to bring additional industry along its western Arizona route that runs from Phoenix through Wickenburg and Parker and then into western California. Parker, a town of 3,500 on the Colorado River, should reap significant benefits from the railroad, analysts say.

FINANCE, INSURANCE AND REAL ESTATE — Bad news for some employees in First Interstate Bank's western regional system will be good news for **First Interstate** employees and other job seekers in Phoenix. The current consolidation of the Los Angeles-based bank's data processing and human resources departments will mean fewer overall jobs for First Interstate workers in its 14 western state operations, but a boon to employment in the Valley where about **270 newly created positions will be filled by spring of 1992**. Two hundred data-processing jobs, some relatively high-paying, will be created in an expanded building in Tempe (1305 W. 23rd St.), while about 70 human resources positions will be created in First Interstate's offices in downtown Phoenix (100 W. Washington St.).



The **National Bank of Tucson** will open its **first two branches in the Valley** by August and plans to add up to three additional locations within a few years. About 15 positions will be created by the two branches — one in central Phoenix and the other in Scottsdale. The bank, which had earnings of $1.1 million in 1990, currently has two branches and its headquarters in Tucson.

Labor Department Authorizes Funding for Training of Migrant Farmworkers

Following are brief stories relating to labor issues affecting the nation and Arizona.

The U.S. Department of Labor has authorized grants totaling nearly $68 million for training and employment services for migrant farmworkers and their families. Approved under Title IV of the Job Training Partnership ACT (JTPA), funding will be used to help migrant workers find alternative jobs and improve the standard of living for those staying in the agricultural market.

Fifty-three public and private non-profit organizations in 48 states and Puerto Rico are eligible for grants. In Arizona, Portable Practical Educational Preparation Inc. (PPEP) of Tucson is eligible to operate training programs for migrant and seasonal farmworkers and can receive funding up to $1.4 million in employment and training funds.

Economically disadvantaged farmworkers and their families are eligible for classroom and on-the-job training, work experience, and support services. Support services include: day care, health care, transportation assistance, legal aid, and food and housing in emergency situations.

For additional information on the program, contact PPEP at (602) 622-3553 or the Labor Department at (202) 535-0500.

Lower Living Income Levels Published

In late May, the *Federal Register* published the Lower Living Standard Income Level (LLSIL) Guidelines for 1991, which were adjusted for cost-of-living increases based on the change in the Consumer Price Index for All Urban Consumers (CPI-U). The CPI-U increased 5.4 percent over-the-year ending December 1990.

LLSIL income levels are one of two ways — the poverty level is the other — used to determine whether individuals meet the "economically disadvantaged" standard for JTPA programs. And LLSIL levels are the only criteria used to determine eligibility under the Targeted Jobs Tax Credit (TJTC) program.

Persons are determined to be economically disadvantaged if their family income six months prior to applications for the JTPA and TJTC programs was not in excess of the higher of the poverty level, or 70 percent of the LLSIL levels.

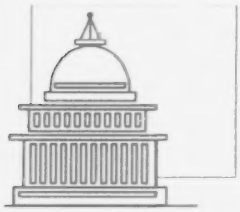
Following are the 70 percent levels of LLSIL, by family size, that are applicable to Arizona's metropolitan and non-metropolitan areas, plus the 1991 U.S. poverty levels.

Family Size	Metro	Non-metro	Poverty Level
1	$ 5,800	$ 5,750	$ 6,620
2	9,500	9,420	8,880
3	13,050	12,930	11,140
4	16,100	15,960	13,400
5	19,000	18,840	15,660
6	22,220	22,030	17,920

NEWS IN BRIEF

Confed Admin Services, Inc., of Tucson, a back-office operation of Confederation Life Group of Companies, plans to **hire 60 more employees** by the end of the year to handle new service contracts.

GOVERNMENT — **Florence Atlantic Corp.** of Maryland is planning to **build a $74 million drug-treatment center in Gila Bend** that will treat minimum- and medium-security prisoners at reduced rates. The 378,000-square-foot, 1,600-bed facility, which is expected to employ about 350 persons **(108 psychiatric and 247 prison and operations personnel)**, would be the first of its kind in this country. Construction of the center, near Interstate 8 and Casa Grande Highway, is scheduled to begin this fall with completion in early 1993.



A **tight budget** has forced **Pima County to eliminate 102 positions** — 70 permanent and 32 part-time. Jobs range from clerks to lawyers. In addition, 83 vacant positions will not be filled. Some of the laid-off workers, however, are expected to be hired back later on to fill some of the current 600 vacant county jobs that will need to be filled in order to maintain efficiency.

MISCELLANEOUS — The **employment outlook in the Phoenix area for the next several months is not good**, according to a survey by Manpower Inc., a national temporary-help company. About one-third of Valley businesses say they will lay off workers between July and September, while only 10 percent expect to hire additional people during that three-month period. Nationally, 22 percent of employers expect to hire more workers, while 10 percent plan to reduce payrolls.

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